

## *VI. Key Messages*

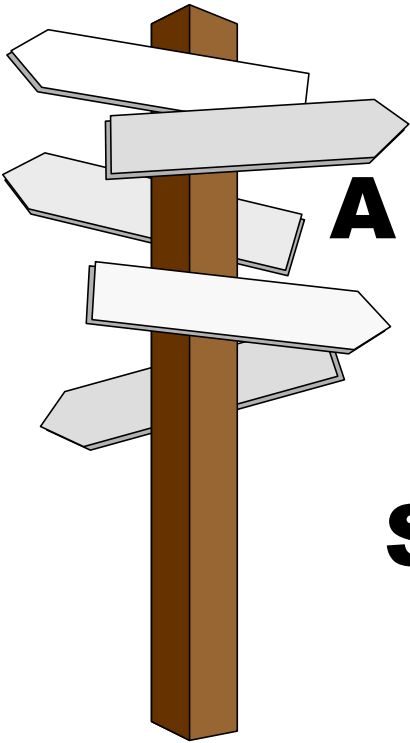
Key Messages present a snapshot of the Resource Mapping process. Essentially, this section describes the major elements and lessons of Resource Mapping, depicting the information in a presentation format. Each slide depicts a key element of resource mapping and can be used in a stand-alone format, as part of an overall presentation, or for training purposes.



# **Resource Mapping for Sustainability**



**A Policy Guide for Planning  
a Journey to a  
Sustainable  
School-to-Career System**



# Key Messages: The Value of Resource Mapping

- Leads to rich policy recommendations
- Supports sustainability through a variety of entities
- Presents a clear picture of the landscape



# Resource Mapping: Purpose



- To make recommendations to realign resources, policies, and funding streams across agencies and organizations to support and sustain school-to-career
- To identify opportunities for inter-agency collaboration to support and sustain school-to-career principles

# Positive Outcomes



- Presents in-depth information about agencies' policy, procedures and collaborative practices
- Clearly identifies opportunities and challenges to sustaining School-to-Career
- Provides a checklist of broad policy and procedural changes for agencies
- Provides a comprehensive set of policy recommendations across agencies

# Resource Mapping Process

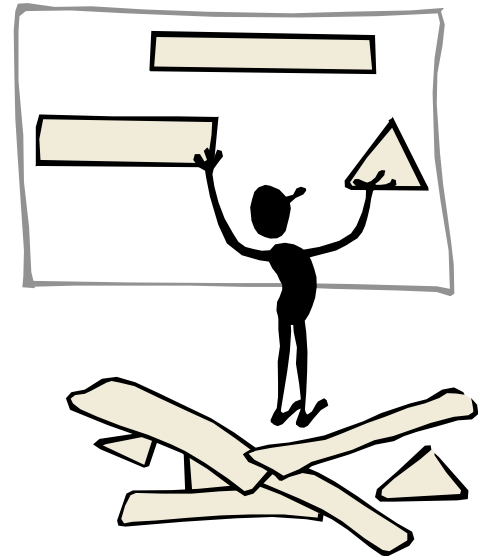


- Convene a multi-agency/organization taskforce
- Develop a broad context for the project
- Conduct a resource scan
- Analyze assets and challenges
- Determine opportunities for policy changes
- Elicit agency/organizational support



# Convene Taskforce

- Identify agencies that focus on youth policy
  - education reform
  - workforce development
  - youth at-risk
  - community involvement
- Select key decision makers
- Use the taskforce to guide the resource mapping process





## **Develop the Broad Context**

- Determine project goals from the vision statement
- Identify barriers and facilitators for each goal
- Review national research
- Identify programs which can support sustainability in relationship to the goals





# Conduct a Resource Scan

- Determine the types of information to be collected from each program
- Devise interview questions
- Work with the taskforce to identify agency personnel to interview
- Chart results



## **Analyze Assets and Challenges**

- Use resource scan information to identify assets and challenges in each program
- Organize assets and challenges into the project goal categories
- Determine how assets can support school-to-career principles
- Determine strategies for turning challenges into assets to support sustainability



# **Determine Opportunities for Policy Changes**

- Review assets and challenges analysis to determine potential policy linkages
- Find examples of legislation and policy changes (from other states/communities)
- Identify broad themes for policy recommendations and potential outcomes
- Chart information for consideration by agencies



## **Elicit Agency/Organizational Support**

- Develop a checklist of policy/practices that are common among agencies and programs
- Convene agency focus groups to discuss potential policy changes
- Use information gathered from the focus groups to revise policy recommendation
- Continue to work with agencies to secure commitments for policy changes

# **Souvenirs from a Resource Mapping Journey**



- Resource mapping process can be replicated for state projects, local projects, or projects around individual system segments
- Process to collect Resource Scan data was useful to build relationships with agencies
- Organizational theory is a guiding principle to maximize agency support
- Patience and creativity will be rewarded

# More souvenirs....



- Policy change is not a finite process:
  - Varying agencies processes and organizational structures will affect how policy is made;
  - Budget priorities and funds dictate policy;
  - Changes in leadership affect public policy;
  - Windows of opportunity open and close.
- Resource mapping will be an ongoing process

# The Local Element of Resource Mapping



- Test resource mapping at the local level
- The state framework can be used to identify local opportunities and challenges
- Local sustainability is rooted in systems change elements: leadership, policy, organization, integration, collaboration, evaluation
- Each local process will be unique

# Local Lessons....



- Completing the resource scan provided opportunities to link with many programs
- Process identified systems-building priorities and created action plans
- Assists sites to understand their weak links and consider stronger connections
- Institutional collaboration is a key to using existing policies in new ways



# State and Local Roles



- State responsibility: Develop policy changes and encourage inter-agency collaboration to support School-to-Career
- Local responsibility: Align system-building elements to create an infrastructure to ensure that state policies are used fully in support of local goals

# **Sample Policy Connections Including School-to-Career Elements in Education, Workforce Programs:**



- Grant applications
- Monitoring process
- Practices, rule and regulations
- Technical assistance
- Program performance standards
- Mission, vision and goals
- Staff development
- Direct funding to support STC goals
- Legislative and/or policy changes